

MOTION BY SUPERVISOR GLORIA MOLINA

August 5, 2003

On August 1, 2003, Johnson Control (JCI) took over the contract to maintain the County fleet. The County's financial obligation is limited to \$763,461.00. The remaining charge to the County (up to \$5.4 million) would be generated under "the fee for service" arrangement established under this contract. JCI was recommended by the Internal Services Department (ISD) because it was the lowest responsive bidder.

During the review of this contract, concerns were raised by the fleet maintenance workers, union representatives as well as the previous contractor that the only reason why JCI was able to offer a lower bid was because of their intention to pay the workers less than they were currently receiving in wages.

Both JCI and ISD assured the Board that the contract would not be more cost effective on the backs of the workers. However, I recently learned by an anonymous employee (of now) JCI that a large number of the employees were offered a lower wage than what they received under the previous contractor. This employee requested anonymity in fear of possible retaliation by JCI and ISD. In fact, employees have been

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told by ISD managers not to speak to the Board offices regarding these issues.

According to data I requested from the Interim Director of ISD, Dave Lambertson, nearly half of the workers were offered less than what they earned under the previous contractor. The reduction ranges from 25 cents to nearly eight dollars an hour. He alleges that this is the case because some of the workers do not have the proper certification to receive a comparable wage. In total, the hourly wage reduction to the employees saves JCI a total of nearly \$60.00 for every hour of service.

This information is a particular concern because of the potential appearance of "Union Busting" given that the previous contractor was a union shop while JCI is not.

I, THEREFORE, MOVE THAT THE Board direct Dave Lambertson, Interim Director for ISD, to report back to the board in two weeks with a plan that will result in all JCI fleet employees hired under this contract with the County to receive a comparable pay to what they received when employed by the previous contractor. This plan should include a program to certify those employees with the appropriate credentials or to consider their equivalent work experience to so that they are able to receive the comparable pay.

MS/jp